

BECOMING THE HUNTED

Often misunderstood, headhunters work on the premise that they are the eyes and ears of the industry. How can you expose yourself to better job opportunities?

How do you make yourself a target for headhunters? Surely you don't want to miss the golden opportunity to land your dream job? Here are some tips that you can follow in order to get targeted and noticed by headhunters:

Network through trade shows, seminars and conferences.

Don't just hide behind your work station – attend seminars and conferences for visibility. Various teams within headhunting organisations are encouraged to visit trade shows and attend seminars to network. We don't just wish to keep ourselves abreast of the advances in technologies and practices but want to know more people within the respective industries, so show your face and pass your name card around.

Write articles on your areas of expertise.

Do volunteer contribution articles to trade journals and magazines in your area of specialisation to gain the winning edge. Headhunters usually go through multiple means to get to the right candidates for clients when tasked with any executive search assignment, including research through trade and industries with specific publications to locate the specialist. Through contributing your opinions and viewpoints, you would be perceived as an authority in your field of specialisation, elevating your profile in the industry for your contemporaries and headhunters to see.

Deposit your resume with trustworthy headhunters.

Many individuals do not feel very comfortable depositing their resumes with headhunters or executive search firms. This is a reasonable concern for resumes are considered confidential documents and many professionals would not want every consultant in town possessing



Hit a career bull's-eye

theirs. They may also feel they do not wish to be perceived as 'desperate' for a job, with so many consultants representing them. It's a myth to a certain degree. A professional head hunter would not send a candidate's resume out for client consideration without permission. By depositing your credentials with trusted consultants, you should be able to maximise your chances to secure the next opportunity.

Do not burn bridges.

The market may be huge, but the community is smaller than many would think. When a 'victimised' individual starts speaking ill or makes an unwise move to get even with the previous boss, word spreads quickly through

the grapevine. This reflects badly on the person's character even though he may have been the victim of an unpleasant situation.

Be cordial and informative to impress headhunters when they call.

You may be very happy and contented with your current job when the headhunters call, but you still need to be cordial and amiable. Offer the consultant in a snapshot the quantifiable points of your achievements and credentials that they can register. By impressing these professionals; they may in future offer you the job opportunity of a lifetime.

Have sterling performance.

It is only with solid performance in your work that your reputation will travel. Nothing can hide the shining brilliance of performers and with a great reputation, not just headhunters, but industry players will come calling.



Joshua Yim
CEO and Founder
JCG Search International

MAKING YOURSELF A HEADHUNTER'S TARGET

- Network, network, network
- Position yourself as an authority in your field of specialisation
- Deposit your resume with trusted headhunters
- Never burn your bridges
- Quantifiable results speak for themselves

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